

# YAO HUANG

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Department of Library Science and Technology  
Sam Houston State University

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## EDUCATION

Florida State University, FL, USA  
**Doctor of Philosophy**, Instructional Systems and Learning Technologies 2022  
**Graduate Certificate**: Human Performance Technology 2019

University of Memphis, TN, USA  
**Master of Science**, Instructional Design & Technology 2007

University of Electronic Science & Technology, Chengdu, China  
**Bachelor of Science**, Electronic Control & Testing 2003  
**Bachelor of Arts**, English 2003

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## AREAS OF SPECIALIZATION AND COMPETENCE

### Human Performance Technology

- Performance support interventions: mobile performance support, augmented reality (AR) for performance improvement
- Performance analytics: artificial intelligence in needs assessment

### Instructional System Design

- Learning experience design: eLearning design and development, virtual reality
  - Learning transfer: performance support for learning
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## PUBLICATIONS

**Huang, Y.**, & Klein, J. (2023). *Benefits and Challenges in Adopting Mobile Performance Support Systems* [Manuscript submitted for publication]. Educational Psychology & Learning Systems, Florida State University

**Huang, Y.** (2022, December 12). The talent needed to adopt mobile AR in industry. Chief Learning Officer - CLO Media. <https://www.chieflearningofficer.com/2022/12/12/the-talent-needed-to-adopt-mobile-ar-in-industry/>

**Huang, Y., & Klein, J. D.** (2022). Mobile Performance Support Systems: Characteristics, Benefits, and Conditions. *TechTrends*. <https://doi.org/10.1007/s11528-022-00804-y>

**Huang, Y.** (2021). Using augmented reality in performance support. *Performance Improvement Journal*. 60(8), 9-17. <https://doi.org/10.1002/pfi.21998>

**Huang, Y.** (2021). Doctoral Colloquium Qualitative Study to Explore the Use of Augmented Reality as Performance Support in Industries. 2021 7th International Conference of the Immersive Learning Research Network (ILRN), 1–3. <https://doi.org/10.23919/iLRN52045.2021.9459339>

**Huang, Y.** (2010). How instructional design enhances the effectiveness of eLearning in industry, *Training Magazine*, Nanjing, China

#### *Peer-Reviewed Conference Presentations:*

**Huang, Y.** (2021, June 1). *A Qualitative Study to Explore the Use of Augmented Reality as Performance Support in Industries* [Doctoral Colloquium]. iLRN 2021 7<sup>th</sup> International Conference of the Immersive Learning Research Network, Online.

**Huang, Y.** (2021, May 19). *A Qualitative Study to Explore the Use of Augmented Reality as Performance Support in Industries*. *XR Women* [Panel presentation], iLRN 2021 7<sup>th</sup> International Conference of the Immersive Learning Research Network, Online.

**Huang, Y., & Klein, J.** (2020, November 4). *Foundations for Mobile Performance Support Systems*, Association for Educational Communications and Technology (AECT) International Convention 2020, Online.

**Huang, Y., & Klein, J.** (2019, October 24). *Five Success Factors of Effective Mobile Performance Support*. Association for Educational Communications and Technology (AECT) International Convention 2019, Las Vegas, NV.

#### *Industrial Conferences:*

**Huang, Y.** (2021, October 20). *Advancing Job Aids with Mobile and Augmented Reality Technologies*, DevLearn 2021, Las Vegas, NV

**Huang, Y.** (2013, November). *How to Collaborate with Cloud-based Authoring Tool*, China Enterprise e-Learning Forum and Exhibition (CEEFE), Beijing, China

**Huang, Y.** (2012, November). *Best Instructional Design Course*, China Enterprise e-Learning Forum and Exhibition (CEEFE), Beijing, China

#### *Campus Conference Presentations:*

**Huang, Y.** (2022, March 25). *A Qualitative Study of How Augmented Reality is Used as Performance Support in Industries*, Marvalene Hughes Research in Education Conference, Florida State University, Tallahassee, FL

**Huang, Y.** (2021, March 26). *Foundations for Mobile Performance Support Systems*, Marvalene Hughes Research in Education Conference, Florida State University, Virtual

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## TEACHING

#### *Courses Taught:*

**Sam Houston State University**

ISDT 6351 Distance Learning I

ISDT 7335 Management Application Analysis

ISDT 7352 Instructional Planning

**University of West Georgia**

MEDT-7464 Design Tech Enhanced Instruction

*Mentoring and Advising:*

**Florida State University**

Graduate mentor, Undergraduate Research Opportunity Program

Sep 2021 – April 2022

Mentored three undergraduate students to work on mobile performance support and mobile augmented reality in performance support research projects

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**SERVICE**

*Journal Article Reviews*

Tech Trends OTP Special Issue

2022

*Service in Professional Organizations*

Sam Houston State University

- Assessment Committee for the College of Education

2023

Association for Educational Communications & Technology (AECT)

- Conference Proposal Reviewer

2019-2022

Florida Journal of Educational Research

- Conference Proposal Reviewer

2021

International Society for Performance Improvement (ISPI)

- Job Analysis Study Researcher
- Academic Guild member
- Certification Committee member

2021-2023

ISPA Bay Area and Boise State (ISPI BABS) Chapter

- Assistant Marketing Chair

2020-2022

The Immersive Learning Research Network (iLRN)

- Conference Proposal Reviewer
- Coffee Hour Host

2022

2021

FSU College of Education Student Leadership Council

- Project leader

2020-2021

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**PROFESSIONAL EXPERIENCE**

**Sam Houston State University**

*Assistant Professor of Instructional Systems Design & Technology, Huntsville, Texas*

2023

**University of Michigan School of Public Health**

*Senior Instructional Designer, Ann Arbor, Michigan*

2022–2023

**University of West Georgia**

*Instructional Technology Adjunct Faculty, Carrollton, Georgia*

2022–2023

**Trivantis Corporation (Acquired by eLearning Brothers)**

*Business Development Manager – Asia Pacific, Beijing, China*

2015–2016

*Learning Strategy & Client Support Manager – Asia Pacific, Beijing, China*

2011–2015

**International Paper Company Headquarters**

*Learning Consultant, Memphis, Tennessee*

2007–2011

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## AWARDS

ATD Dissertation Award, Association for Talent Development (ATD), United States (2023)

Distinguished Dissertation Award, International Society for Performance Improvement (ISPI),

Paper is invited to present at the Performance Improvement conference in Williamsburg,

Virginia, United States (2023)

Ruby Diamond Future Professor Award, Florida State University, Tallahassee, Florida, United

States (2022)

Finalist of Alumni Ambassador Award, Florida State University, Tallahassee, Florida, United

States (2021)

Best Authoring Tool, BooAoo Award, Beijing, China (2013)

Best Instructional Design Course, BooAoo Award, Beijing, China (2012)

Finalist of AECT PacifiCorp Design & Development Award Competition, Association of

Educational Communication & Technology (AECT), Proposal paper was presented at the AECT

conference in Dallas, Texas, United States (2006)

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## FUNDING

*Total: \$23,194*

Academic Innovation Fund: \$8,669

2023

University of Michigan, Center for Academic Innovation

Ann Arbor, MI

Instructional Systems Student Support Fund: \$1,000

2022

Florida State University, College of Education

Tallahassee, FL

Marvalene Hughes Research in Education Conference Travel Grant: \$425

2022

Florida State University, College of Education

Tallahassee, FL

COGS Presentation Grant: \$200 Florida State University, Congress of Graduate Students Tallahassee, FL	2021
ISLT Travel Fund: \$300 Florida State University, College of Education Tallahassee, FL	2021
EPLS Travel Fund: \$200 Florida State University, College of Education Tallahassee, FL	2021
Roger Kaufman Endowment for Excellence Scholarship: \$1,000 Florida State University, College of Education Tallahassee, FL	2021
CORE Funding: \$500 Florida State University, College of Education Tallahassee, FL	2021
Dr. Linda J. Smith Endowed Scholarship for Lifelong Learning Scholarship: \$5,000 Florida State University, College of Education Tallahassee, FL	2020
CORE Funding: \$500 Florida State University, College of Education Tallahassee, FL	2019
Gagne-Briggs Endowed Scholarship: \$5,400 Florida State University, Dept. of Educational Psychology and Learning Systems Tallahassee, FL	2016

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## TECHNOLOGY SKILLS

Zapworks, Nvivo, M-Plus, SPSS, Canvas, Lectora, Lectora Online, Storyline, Snap by Lectora, imagen™ (SilkRoad LCMS), Captivate, Flash, Fireworks, Dreamweaver, Camtasia, SnagIt, CourseMill LMS, SumTotal, SCORM standard, Microsoft Office suite

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## FURTHER TRAINING

Quality Matters Certification: QM Rubric Update Sixth Edition (RU), Quality Matters (QM), 2020  
Certificate of Achievement, ROI Institute, 2020  
Early Career Symposium, Association for Educational Communications & Technology (AECT), 2020  
Certified Lectora Instructor, Trivantis Corporation, 2013

Project Management for Trainers Certification, American Society of Training & Development (ASTD), 2007

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## PROFESSIONAL AFFILIATIONS

- International Society for Performance Improvement (ISPI), 2020-2023
- ISPI Bay Area & Boise State Chapter, 2020-2022
- Learning Guild, 2005-2023
- American Society Training & Development (ASTD), 2006-2013, 2020-2022
- ATD Florida Suncoast Chapter, 2020-2022
- Association of Educational Communication & Technology (AECT), 2006, 2019-2022
- College of Education Student Leadership Council, Florida State University, 2020-2021
- FSU Instructional Systems Student Association (ISSA) Board, 2016-2019
- Workforce eLearning Resource Network (WERN), 2007-2008